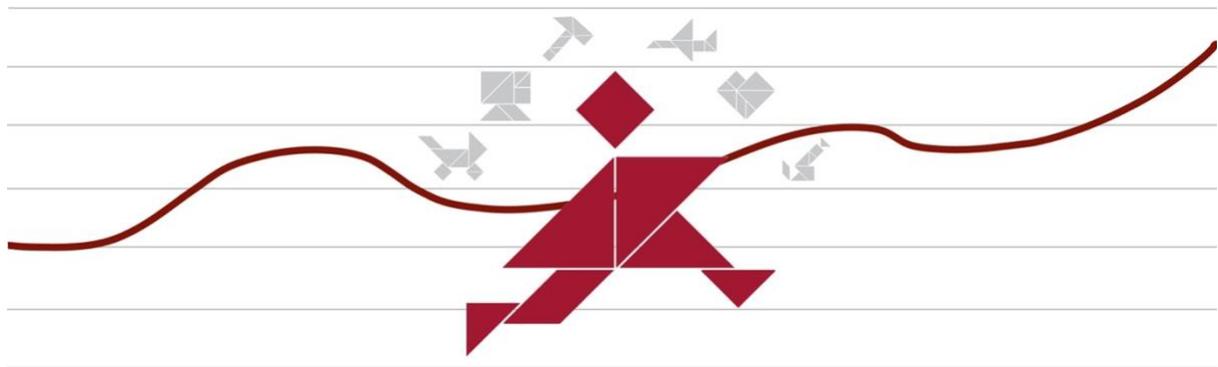


INTERNATIONAL WORKSHOP
**Ageing & Gender at Work from a Life-Course
Perspective**

Tuesday, September 20th, 2022

University of Lausanne
Château de Dorigny, Room 106



LIVES 
SWISS CENTRE OF EXPERTISE
IN LIFE COURSE RESEARCH


UNIL | Université de Lausanne

Contents

NEOLIBERAL FEMINISM IN OLD AGE: FEMININITY, WORK AND RETIREMENT IN THE UK IN THE AFTERMATH OF THE GREAT RECESSION	- 4 -
<i>Ella Fegitz</i>	- 4 -
THE DIVERSITY AND COMPLEXITY OF BABY BOOMER LIFE-COURSE PATTERNS ACROSS ‘LIBERAL’ WELFARE REGIME COUNTRIES-	5 -
<i>Ignacio Madero-Cabib</i>	- 5 -
GENDER, HEALTH, AND FINANCIAL CONSIDERATIONS FOR NURSES APPROACHING RETIREMENT IN IRELAND AND THE UK: EVIDENCE FROM THE DAISIE PROJECT	- 6 -
<i>Áine Ní Léime, Maggie O’Neill⁴, Laura Airey</i>	- 6 -
UNDERSTANDING THE PERSISTENT EARLY RETIREMENT CULTURE IN SWISS BANKS.....	- 7 -
<i>Rocío Palomeque & Nicky Le Feuvre</i>	- 7 -
DISRUPTIVE DIVORCE: GENDERED IMPLICATIONS FOR LATER-LIFE WORK AND RETIREMENT OUTCOMES.....	- 8 -
<i>Belinda Steffan, Jakov Jandric, Laura Airey, Wendy Loretto</i>	- 8 -

PROGRAMME

Unil, Château de Dorigny, Room 106

	Title	Speaker(s)
16:30	Welcome & Introduction	Rocío PALOMEQUE & Nicky LE FEUVRE
Session 1 Chair: Mihaela Nedelcu		
16:40-17:40	Gender, Health, and Financial Considerations for Nurses Approaching Retirement in Ireland and the UK	Áine Ní Léime, Maggie O'Neill & Laura Airey
	Understanding the Persistent Early Retirement Culture in Swiss Banks	Rocío Palomeque & Nicky Le Feuvre
	Neoliberal Feminism in Old Age	Ella Fegitz
Session 2 Chair: Rocío Palomeque		
17:40-18:40	Disruptive Divorce: Gendered Implications for Later-life Work and Retirement Outcomes	Belinda Steffan, Jakov Jandric, Laura Airey & Wendy Loretto
	The Worry about the COVID-19 Pandemic: Comparing Italian International Migrants and Natives in Switzerland	Oana Ciobanu
	Baby Boomer Life-course Patterns Across 'Liberal' Welfare Regime Countries	Ignacio Madero-Cabib
Discussion Chair: Nicky Le Feuvre		
18:40-19:00	Q&A	

Free access - [Online](#) registration required

Neoliberal Feminism in Old Age: Femininity, Work and Retirement in the UK in the Aftermath of the Great Recession

Ella Fegitz¹

This article employs a Foucauldian discourse analysis of the austerity measures adopted in the UK between 2010 and 2019, to explore the emergence of older femininity as a key site of neoliberal governmentality, in the aftermath of the so-called 'Great Recession'. Feminist Cultural Studies scholarship has critiqued the centrality of work in contemporary accounts of female emancipation and empowerment, highlighting how the celebration of women's workplace success has been employed to sustain the social, cultural, and economic project of neoliberalism. However, this academic field has focused predominantly on young women and women up to childbearing age, failing to account for the inclusion of extended working life objectives for women in neoliberal discourses. Through the dialogic relationship between 'entrepreneurialism' and 'gendered anti-welfarism', UK social policy draws on a feminist vocabulary to offer the 'older entrepreneurial woman' as an ideal subject, characterized by her capacity and willingness to work, personal and job-market flexibility, responsibility and individualization of risk, and – for the more privileged few – choice. The paper illustrates how contemporary cultural discourses that place work as central to female empowerment and emancipation are not limited to younger women, but extend to older femininity through the normalization of the figure of the older entrepreneurial woman, with the articulation of a 'neoliberal feminism in old age'.

KEYWORDS

femininity, neoliberal feminism, old age, social policy, work

¹ University of Southern Denmark, Odense, Denmark.

The Diversity and Complexity of Baby Boomer Life-course Patterns Across 'Liberal' Welfare Regime Countries

Ignacio Madero-Cabib²

Despite some issues with the analytical category 'welfare regime', previous studies have disentangled how the two main dimensions of welfare regimes, that is, decommodification (measures to protect against labor market risks) and defamilization (measures promoting the public provision of care), shape work and family life-course patterns and their interaction. Scholars have stressed the diversity and complexity of the employment and family life course patterns of baby boomers both across liberal contexts and among socially disadvantaged groups within these settings. The explanation provided for these patterns has relied on decommodification and familization trends in liberal settings. However, although this evidence is robust, most cross-national studies have analyzed only a single country case (typically the United States or England), while, to our knowledge, only two studies have compared two liberal settings. As a result, the life patterns that are assumed to characterize liberal welfare regimes derive from the extrapolation of an analytical construct. Assuming that life-course patterns are similar across liberal regimes runs the risk of assuming, in turn, constant effects of welfare measures on employment and family trajectories in each country, thus neglecting the diversity and complexity of the life-course across and within liberal countries. In this paper, we draw on a life-course approach to explore the diversity and complexity of employment and family trajectories across gender and educational level for the baby boomer cohort in five liberal countries from Europe (England, Ireland, and Switzerland) and the Americas (United States and Chile). For this purpose, we use comprehensive, harmonized, cross-national life history data and longitudinal statistical methods.

KEYWORDS

Work-family life, baby boom cohort, cross-national comparison, liberal countries, sequence analysis

² Pontifical Catholic University of Chile, Santiago, Chile.

Gender, Health, and Financial Considerations for Nurses Approaching Retirement in Ireland and the UK: Evidence from the DAISIE Project

Áine Ní Léime³, Maggie O'Neill⁴, Laura Airey⁴

Contrary to the idea promoted by international policy organisations and national governments, workers in physically demanding occupations, particularly those who are financially insecure, may find it extremely challenging to extend their working lives. For some workers, tensions can arise between health and financial considerations. For instance, protecting one's health versus the financial imperative to work for longer, or conversely the financial cost of poor health outcomes. These effects bear on women in particular, as caring norms impact career interruption patterns, pension provision and the need to work longer. This paper will explore how such tensions and contradictions can affect the retirement perspectives of nurses in Ireland and the UK. It will set out the government and employer policy context in both countries. Findings from the analysis of qualitative data for Ireland and the UK from the DAISIE project will be presented. The interviews focus on participants' work-life trajectories, working conditions, financial and health outcomes as they approach retirement. A temporal approach will be employed to consider how retirement decision making may be connected with anticipated future financial and health outcomes (Adams, 1991). Commonalities and differences across both countries will be discussed. Similar health and financial challenges were evident in both countries. For those affected by health issues, the prospect of working past traditional retirement age can be problematic – they seek to leave earlier but are financially obliged to work for longer. The gendered implications of these findings for both national extended working life policies and for employer policies in each country will be discussed.

KEYWORDS

retirement; nurses; health; Ireland; United Kingdom

³ The National University of Ireland Galway, Ireland.

⁴ University of Edinburgh Business School, Scotland, UK.

Understanding the Persistent Early Retirement Culture in Swiss Banks

Rocío Palomeque & Nicky Le Feuvre⁵

This paper analyses the influence of employment and marital histories, along with accumulated assets and working conditions, on the retirement aspirations of older (+50) men and women in the Swiss banking sector. We develop and adapt a typology previously designed to capture the experiences of ageing at work in Switzerland (Le Feuvre et al., 2015) to explore the influence of working in the banking sector on the ways in which older workers imagine the final phase of their working lives and envisage their transition to retirement. We draw on the notion of 'organizational path dependency' (Sydow, Schreyögg, & Koch, 2009) to show how early retirement is deeply embedded in the organizational culture of the Swiss financial sector. Despite the fact that Swiss banks have eliminated most of their early retirement schemes and are increasingly committed to retaining older workers up until full retirement age (64 years for women, 65 year for men), this policy shift has not yet modified the aspirations or practices of older bank workers. Those who have the material resources to retire early continue to do so. We argue that this resistance to extending working life is due to the persistent stigmatization of older workers in the banking sector, where ageing at work is still considered an obstacle to (necessary and inevitable) technological and organisational change. This continuing 'age stigma' has particularly negative implications for those older workers (usually women) who have been unable to accumulate – through a life-time of employment and/or marital stability – the resources required to opt for early retirement, due to the financial penalties increasingly associated with such practices in the Swiss banking sector.

KEYWORDS

ageing, banking, gender pension gap, path dependency, retirement

⁵ Both authors from: LIVES Centre, University of Lausanne, Switzerland.

Disruptive Divorce: Gendered Implications for Later-life Work and Retirement Outcomes

Belinda Steffan, Jakov Jandric, Laura Airey, Wendy Loretto⁶

Divorce is the third most disruptive family event over the life-course after marriage and childbirth, carrying significant social, psychological and financial consequences, and yet remains underexplored in life-course experiences of older workers. The majority of studies on divorce draw on quantitative household surveys, while qualitative studies tend to focus on the experience of women only across a range of domestic factors. By contrast, this article draws on qualitative semi-structured interview data from 47 divorced participants aged 51-73 years (32 female, 15 male) from a larger UK dataset of 107 employed participants, collected through the Dynamics of Accumulated Inequalities for Seniors in Employment (DAISIE) project. In line with previous research, we found that divorce reinforced some gendered dimensions of economic inequality, such as the gender pension gap and women's lower life-long financial autonomy. However, we also show that divorce overwhelmingly led to highly contextualised 'finance shocks' for both women and men, which ultimately reduced choice around later-life work and retirement decisions. We also highlight temporally-zoned life-course pathways around how variability of choice and control at the time of divorce, arguably an emotional time, cast a long shadow to influence choice and control in work over 50. These pathways included reasons for divorce, access to finance (house *versus* pension) and the variability of choice around 'starting again' financially. Drawing on the theory of accumulated (dis)advantage over the life-course, this article contributes to framing the study of post-divorce adjustment, a field that has been described as largely 'atheoretical'. Our practical contribution highlights the need for gendered budgeting policies and education around female financial autonomy throughout the life-course. We also highlight the need for women and men to plan for retirement around divorce-related finance shocks, at multiple time points, at any stage of life.

KEYWORDS

divorce, gendered inequality, later-life work, retirement, accumulated (dis)advantage

⁶ All authors from: University of Edinburgh Business School, Scotland, UK.

DAISIE Project Website

<https://www.centre-lives.ch/fr/projet/daisie-project-dynamics-accumulated-inequalities-seniors-employment>



NORFACE

<https://www.norface.net/project/daisie/>



Dynamics of Inequality (DIAL)

<https://dynamicsofinequality.org/>



Scientific Coordination

Nicky Le Feuvre

Institut des sciences sociales
Faculté des SSP
Université de Lausanne
Nicky.LeFeuvre@unil.ch

Rocío Palomeque Recio

Institut des sciences sociales
Faculté des SSP
Université de Lausanne
Rocio.palomequerecio@unil.ch

Secretariat

Christelle Burri

LIVES Center
Université de Lausanne
CH 1015 Lausanne
Tel. +41 (0) 21 692 38 71
Christelle.Burri@unil.ch